

Code of Conduct

As a trading company in the food industry, NOWACO operates according to a global corporate code of conduct that guides the way we carry out our international business activities. This set of internal rules also helps our employees worldwide to uphold ethical standards in their work of creating value-adding services for customers and suppliers. We carry out our trading activities in compliance with the applicable laws in our field of business. NOWACO follows the principles of good corporate moral and expects each employee to comply with the regulations governing NOWACO's operations and his or her particular functions.

We take a corporate pride in being part of an industry that supplies the world's countries with basic foodstuffs that reflect a broad variety of regional specifications and quality requirements. NOWACO also continuously aims to do business according to proper business standards and good corporate principles.

WHAT WE ARE ABOUT

As a professional food merchant NOWACO is dedicated to provide and sell frozen food on a global scale.

Fair employment

NOWACO's employees belong to a wide range of nationalities worldwide. NOWACO supports freedom from discrimination on the basis of race, color, gender, ethnic or national origin, age, political beliefs, or other characteristics protected by law. NOWACO supports

local labor rights, refuses to underpay its employees, and will not accept any kind of forced labor or use of child labor in our group companies.

Employee well-being and diversity

NOWACO's employees are a central factor to the company's success. Accordingly, ensuring their ongoing development and well-being is paramount. We take pride in being a diverse company and believe that a diverse management makes better decisions.

Anti-corruption

Employees in NOWACO Group companies around the world may not directly or indirectly accept bribes or kickbacks of any kind, including money, benefits, or services, if such can be seen as bribery according to local or internationally recognized anti-corruption and antibribery practices.

Anti-fraud

With activities in more than 120 countries, we often see instances of attempted fraud against authorities, customers, suppliers, or ourselves. NOWACO will take no part in fraudulent activities and works actively with its banks to identify and counteract attempts at fraud.

Anti-money laundering

NOWACO is active in more than 120 countries around the world. We are aware of the risk of becoming unintentionally involved in money laundering activity. To avoid this risk, we strive



to build our business relations on credible and professional partners. We draw on our many years' experience in the industry to be selective about the customers and suppliers with whom we work.